

Beca's Health and Safety Commitment

Health and safety is the responsibility of all of us within Beca. Together we are responsible for our own safety, the safety of those that we work with and for promoting safe work practices while at work.

Beca is committed to the wellbeing of our employees and safer designs for our community.

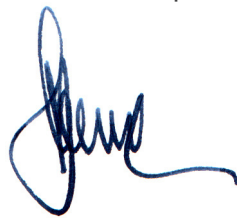
As a company we strive to prevent injury and ill health to our employees.

To deliver on our health and safety commitment, we will:

- ▶ Promote a fair and positive safety culture that recognises teams and individuals;
- ▶ Drive health and safety mindfulness and provide training to people across all levels of our business;
- ▶ Regularly review and maintain an active health and safety management system;
- ▶ Actively consult and encourage participation of our people with the development, implementation, and continual improvements of our systems, procedures and performance;
- ▶ Encourage everyone to voice concerns, question and challenge so that work practices can be done more safely;
- ▶ Seek to work collaboratively with others (i.e. partners, clients, contractors, etc) to provide safe and healthy working conditions for prevention of work-related injury and illness;
- ▶ Proactively identify and seek to eliminate or control health and safety hazards and risks associated with our business activities;
- ▶ Support the safe and early return to work where practical of employees who suffer an injury or illness;
- ▶ As a minimum, comply with all relevant health and safety legislation, compliance obligations and voluntary standards to which we subscribe.

Maintaining a safe and healthy workplace is fundamental to delivering on our Purpose to make everyday better, and our business values of Partnership, Tenacity, Enjoyment and Care.

Safety must be our way of life.



Greg Lowe

Group Chief Executive

July 2019